

# PAY 2010

## UNITE IN TALKS OVER DISTRIBUTION OF 2.5 PER CENT POT

*Unite is currently in discussions over the distribution of the pay pot in the final year of the three year deal, which was agreed by a ballot of members.*

The terms of the final year of the deal negotiated are:

- Salary pot linked to RPI plus 0.2 per cent in each year with a minimum of 2.5 per cent and a maximum of 5 per cent
- RPI data to be used will be the September figures in 2009 announced in October

NAG has confirmed that, as the RPI for September is minus 1.4 per cent, the minimum increase of 2.5 per cent will be made available for Groups A and B and for Group C who are subject to discretionary pay.

### What are Unite's priorities for NAG members on pay?

We will be looking for the Bank to meet both NAG members' concerns and Unite's key pay principles agreed by our members' conference in Brighton last year. These are:

- 2.5 per cent to be applied as an across the board increase for Groups A, B and C members including Needs Improvement
- All staff to be brought up to minimum of 80 per cent of market reference
- Market references to be moved upwards where external pay data shows positive movement for job roles

- Minimum and upper references to be raised in line with market movements.

We believe an across the board rise is the fairest way of rewarding staff. It has been a very tough year for NAG members who have worked extremely hard despite the challenges of the recession, the effect of 800 plus job losses in NAG and the impact this has had on the working environment. Add to this the uncertainty of the bonus position whereby members do not yet know if they will receive any award for their efforts during the year. Unite are pressing for a response on this as a matter of urgency. Nevertheless, the uncertainty makes it all the more important that all staff receive the same pensionable pay increase.

### Next Steps

We will let members know the outcome of discussions as soon as pay talks have been concluded and agreed.

### Not in the Union?

Did you know that unionised workforces have much higher rates of pay than non-unionised. Unite's pay deal in NAG was one of the best in the finance industry last year. We also offer excellent advice, representation and support through our two Senior Representatives,

Sally Hill and Patricia Prior, and through our network of Workplace reps up and down the country.

You can join online at [www.unitetheunion.org](http://www.unitetheunion.org)

### In the Union?

Congratulations! – you have made the right choice BUT we are always looking for our members' views and would like you to think about being more active in Unite by joining our growing network of Workplace reps. It's a lot of fun and you can also enhance your career prospects by learning how to negotiate, provide advice, support and representation in the workplace. Interested? – then phone any of the contacts on this newsletter who will be happy to provide further information.

### Contacts details are:

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